



Tiered Licensure

June 11, 2014

Reaching Tier I

- Institutional recommendation from a College of Education:
 - An evaluation with basic ratings in all 22 components
 - Individualized Learning Plan
 - Student Learning Objectives or Measurable Student Achievement

Tier I: Novice Tier

- Teacher has a non-renewable (provisional) certificate
- Professional Development in Years 1-3 includes:
 - Year 1 – intensive mentoring (paid for through leadership premium pool)
 - Year 2 – mentoring at a lesser level
 - Year 3 – independent practice

Movement to Tier 2

- Teacher can apply after year 3 if he/she meets the following criteria:
 - Demonstrated teaching proficiency for 2 years on the evaluation, including the final year prior to applying (**recommendation from subcommittee related primarily to Danielson Framework prior to final decision**)
 - Individualized Professional Learning Plan (framework developed at district level with minimums)
 - Increased Student Achievement/Growth

Contingencies

- If a teacher does not meet the criteria, he/she has 2 more years on Tier 1 to meet the criteria. During the extended time on Tier 1, the teacher will have an intensive improvement plan.
- If a teacher cannot meet the criteria within 5 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency.
- If successful in completing the higher education instruction, he/she can return to the classroom with two additional years to demonstrate proficiency.
- If the teacher still does not meet the criteria, he/she does not receive Professional Certification.
- A teacher would not be eligible for a continuing contract until he/she qualifies for Tier 2, subject to further review of the statute.

Tier 2: Professional Licensure Renewal

- Meets current recertification requirements
- Demonstrated teaching proficiency for 3 of 5 years on the evaluation (**recommendation from subcommittee related primarily to Danielson Framework prior to final decision**)
- Individualized Professional Learning Plan (framework developed at district level with minimums)
- Increased Student Achievement/Growth

Contingencies

- If a teacher does not meet these criteria, he/she is moved to a provisional Professional Certificate.
- The teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
- Provisional status on Professional Certificate removed once Tier 2 renewal requirements are satisfied, assuming a 5-year rolling basis.

Additional Tier 2 Provisions

- Any teacher in Provisional Status is not eligible for a leadership award.
- Any teacher who has been placed on Provisional Status in the last 5 years is not eligible to move to Tier 3 as applicable.



Discussion of Danielson Components

- Subcommittee of practitioners to review the 22 components
- Bring recommendation back to committee on proficiency requirements